



TECHNOGYM SUSTAINABILITY PLAN

The Technogym sustainability approach reflects a strong consistency and synergy with the corporate Mission of the Company and the Group. Technogym's objective is to spread the **Wellness Lifestyle** worldwide to promote regular physical exercise, healthy lifestyles, and improve people's quality of life.

Wellness, which represents Technogym's corporate philosophy, is fundamental in defining the strategic objectives of the Company and the Group and reflects the commitment to creating shared value with all stakeholders. The close correlation between corporate strategy and sustainability is what guides the Group in its choices and actions to respond to people's health needs and demands.

The well-being of the end user, and consequently the community, is therefore at the center of the Group's objectives starting from the product design phase; attention that continues throughout the entire life of the product, from production to marketing and post-sales support.

All of these aspects highlight the uniqueness of the business model and foster strategic alignment with the Sustainable Development Goals (SDGs) defined by the United Nations and the 10 Principles of the UN Global Compact.

SUSTAINABILITY PLAN GOVERNANCE

The **2025-2030 Sustainability Plan** represents the evolution of this commitment, fully integrating environmental, social, and governance (ESG) responsibility principles into corporate processes.

The Board of Directors, supported by the Control, Risks and Sustainability Committee, oversees initiatives aimed at achieving the objectives defined in the Sustainability Plan.

Technogym ensures maximum information transparency through the annual drafting of the Sustainability Report, prepared in full compliance with the **CSRD Directive** and the relative **ESRS standards**.

The document will be subject to review by an independent firm (Limited Assurance) and integrated by the submission of the **Communication on Progress (CoP)** to the United Nations Global Compact.

The Plan will be subject to periodic updates based on the results of the double materiality analysis, the evolution of the regulatory framework, and variations in the Group's operating perimeter.



STRATEGIC PILLARS

The Sustainability Plan is based on three main pillars:

- **Climate & Environment**
- **People**
- **Governance, Ethics and Transparency**

Climate & Environment

The focus of this pillar is **decarbonization** and the integration of **circular economy** principles into the business model. A key tool is the climate transition plan, approved by the Board in 2026, alongside the calculation of Scope 3 emissions across the value chain.

During the plan's implementation period, initiatives and activities will be developed in the following areas:

- **Ecodesign and circularity**
- **Energy efficiency**
- **Product innovation**

With the shared goal of reducing Technogym's carbon footprint, as defined in the climate transition plan.

KPIs:

- 63% reduction in Scope 1+2 emissions by 2035 (2025 baseline).
- 63% reduction in Scope 3 emissions by 2035 (2025 baseline).
- Implementation of Eco-design and greater use of low-impact materials.



People

This pillar focuses on creating a work ecosystem where individual well-being and inclusion drive innovation.

- **People & Working for Wellness:** Employee well-being managed through medical check-ups, physical activity programs, and balanced nutrition.
- **Diversity & Gender Equality:** Based on the Women Empowerment Principles of the UN Global Compact (UNGC), the goal is to position Technogym with respect to the gender pay gap and the promotion and protection of female talent throughout the organization.

KPIs: Development of a Gender Equality plan and alignment with pay transparency regulations.

Governance, Ethics and Transparency

To ensure that integrity and long-term value are at the heart of every corporate decision, this strategic pillar is implemented through a rigorous and transparent management system, structured around three main pillars:

- **Ethical Standards:** Through the constant updating of the Code of Ethics and the adoption of rigorous Anti-Corruption protocols, Technogym ensures that every business decision is aligned with the highest international standards.
- **ESG Disclosure:** Technogym's commitment translates into a rigorous disclosure process, constantly evolving towards full compliance with the CSRD (Corporate Sustainability Reporting Directive) and the related ESRS standards. This transparency is validated by monitoring by the leading international ESG rating agencies.
- **Human Rights & Supply Chain:** Technogym's responsibility extends beyond corporate boundaries, embracing the entire value chain and the implementation of due diligence processes and the performance of systematic ESG audits on suppliers are critical tools to prevent human rights violations and ensure fair working conditions

KPIs:

- Maintain a percentile above the industry average for major ESG Ratings.
- 100% of employees trained on the Code of Ethics.
- Establishment of the Supplier Engagement Programme.